



# Officer Candidate School



*Fort Benning, Home of the MCOE*



**LTC Matthew Neumeyer**  
**CSM Calvin Witherspoon**

*3<sup>rd</sup> Battalion (OCS), 11<sup>th</sup> Infantry Regiment "Standards: No Compromise!"*



# Proposed OCS Mission and Commander's Intent



*Fort Benning, Home of the MCOE*

**Mission:** OCS trains and graduates officers who demonstrate Character, Presence and Intellect in order to provide the Regular Army, Army Reserve and National Guard professionals committed to the Profession of Arms and service to the Nation.

## **Intent**

**Expanded Purpose:** Provide officers to the Regular Army, Army Reserve and National Guard who are committed to the Profession of Arms and service to the Nation, demonstrate personal accountability and responsibility, live the Army Values

## **Key Tasks –**

- 1) Recruit, train and retain the best officer and NCO cadre.
- 2) Establish and maintain an operational relevant and rigorous Program of Instruction.
- 3) Care for Soldiers, Civilians and their families (sustain the force).
- 4) Develop and establish systems to assess and adjust systems to ensure mission success.

## **Endstate:**

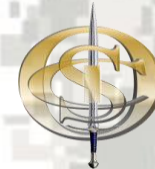
Graduates who succeed as professionals, display Army leader attributes, and live the Army Values.

Cadre who continue successfully and set the example in leadership development.

A course that evolves and improves through constant assessment and consistent evaluation.



# 3-11 IN Mission & Task Organization



**Mission:** 3D Battalion, 11th Infantry Regiment (OCS & DCC) trains and graduates officers who demonstrate Character, Presence and Intellect in order to provide the Regular Army, Army Reserve and National Guard professionals committed to the Profession of Arms and service to the Nation.

## Personnel Strength

Officers Assigned: 33/29 (114%)  
Enlisted Assigned: 46/50 (92%)  
Civilians Assigned: 22/26 (84%)



3-11 IN  
(OCS)

LTC Matt Neumeyer  
CSM Calvin Witherspoon



HHC 3-11

CPT McDevitt  
1SG Broadwater



TRAIN



A CO 3-11

CPT Victoria  
1SG Pratt



EDUCATE



B CO 3-11

CPT Roe  
1SG Dimico



C CO 3-11

CPT Cook  
1SG Le



BRANCH



D CO 3-11

CPT Smothers  
1SG Smith



COMMISSION



DCC 3-11

CPT Hough  
1SG Engler



# BOLC Model



## BOLC A



### Education:

- Critical thinking
- Language
- Creativity
- Intellectual agility
- Ethics
- Leadership

### Training:

- Basic individual and small unit tactical tasks

### Acculturation:

- Warrior Ethos

## BOLC B

Branch-Specific  
BOLC

### Training:

- Branch-specific individual and small unit tasks under complex conditions
- Branch-specific equipment

### Acculturation:

- Warrior Ethos
- Physical fitness
- Combatives
- Ranger School Prep

### Education:

- Cultural awareness
- Effects
- Leadership

## Follow-on

Functional  
Training  
(ABN,  
RGR, BFV)



Integrate and synchronize; achieve synergy

“Do the Right Thing!”





# Selection and Graduation Requirements



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## Selection Criteria

- ☐ US Citizen (naturalized or native born)
- ☐ Education: 4 Year Degree (BA/BS)
- ☐ Age 18 – 33 (in-service) or 18-30 (college option) *\*No Waivers*
- ☐ Score minimum 850 on SAT or 19 on ACT and have General Technical score of 110
- ☐ Meet Army height/weight standards and score 240 on APFT (in-service) or 180 (college option)
- ☐ Pass physical exam within the past 9 months *\*No profiles or medical waivers*
- ☐ Complete Basic Combat Training
- ☐ Be of good moral character
- ☐ SFC or below with no more than 9 years of active federal service

## Graduation Requirements

- ☐ **Pass 50% of evaluated leadership positions (Garrison & Field)**
- ☐ Achieve above 70% on 9 academic tests
- ☐ Pass day/night land navigation test
- ☐ Pass Military History Exam
- ☐ Pass Obstacle Confidence Course
- ☐ Pass two 3-mile release runs (timed events)
- ☐ Complete one 6-mile, two 8-mile, and one 12-mile foot march
- ☐ Complete Combat Water Survival Test (CWST)
- ☐ Meet Army height & weight standards
- ☐ Pass three APFTs



# Candidate Demographics



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Average age: 23-26

	FY 12		FY 13		FY 14		FY 15	
Total Mission	2160		1344		1330		1043	
Total Commissioned	1765		1181		514			
Active Duty	1412		683		352		370	
Army Reserve	209		310		56		313	
Army National Guard	144		188		106		360	
Number/ % Male	1503	85.16%	1033	87.47%	418	81%		
Number/ % Female	262	14.84%	148	12.53%	96	19%		
Number/ % White	1327	75.18%	888	75.19%	361	70%		
Number/ % Non-White	438	24.82%	293	24.81%	153	30%		
Number/ % STEM (ADM 3 & 4)	155	18.00%	UNK		306	23%		
Number/ % with Masters or higher	170	12.04%	UNK		276	20.80%		

## In Service

- Typically 20%
- All 50 states
- Provide key skills and experience

## College Option

- Accounts for 80%
- Appr. 20% Masters, PhDs, and JDs (goal 30%)
- Prior Service and Sister Services

## Components

- Regular Army: 68%
- Army National Guard: 21%
- Army Reserve: 11%

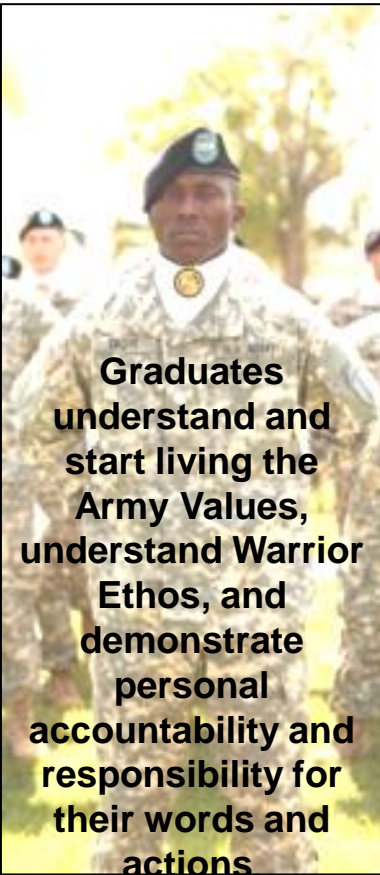


# Proposed OCS Officer Outcomes



## OCS Officers...

### CHARACTER



Graduates understand and start living the Army Values, understand Warrior Ethos, and demonstrate personal accountability and responsibility for their words and actions.

### Presence



Graduates possess military and professional bearing and demonstrate confidence.

### Military Competence



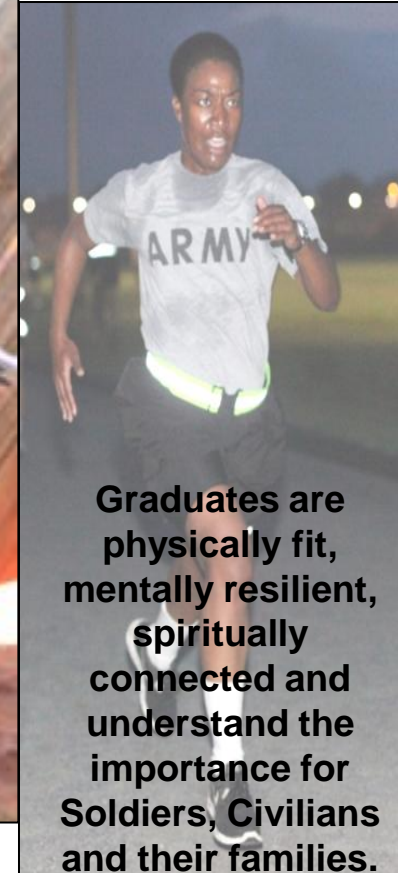
Graduates embrace military tradition, customs and courtesies, understand small unit tactics, and begin life-long learning of the profession and its doctrines.

### Communication



Graduates display critical, agile, adaptive thinking, exercise clear and concise speech and writing, and exercise interpersonal personal tact.

### Comprehensive Fitness



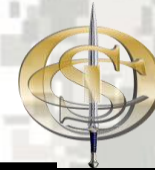
Graduates are physically fit, mentally resilient, spiritually connected and understand the importance for Soldiers, Civilians and their families.

**Graduates are Army Professionals, committed to the service and the nation.**





# OCS 12 Week Course Summary



## Basic Officer Candidate Phase

### Week 1

- Initial APFT
- OCS Orientation
- Bolton Obstacle Course
- Grammar/English Classes
- PRT classes
- Class Opening

### Week 2

- Leadership and Justice
- Leadership Reaction Course
- Ethics
- Counseling
- Map reading
- Combat Water Survival Test

### Week 3

- Land navigation (night into day)
- Intro to Army operations
- Movement techniques

### Week 4

- WTBDs
- Communicate by tactical radio
- CFF
- Leader stakes (weapons, radio)

### Week 5

- TLPs and OPORDs
- Terrain Walk
- Tactics & Operations
- Sand tables
- TLP/OPORD/WTBD review
- Leader stakes testing

**Immersion into the Army Profession of Arms**

## Intermediate Officer Candidate Phase

### Week 6

- Field Leadership Exercise (Squad STX) day and night lanes

### Week 7

- Field Leadership Exercise (Platoon STX)
- Recovery Operations
- Branch selection

### Week 8

- Equipment inspection
- Military Intelligence
- History
- Supply activities
- Training management
- Cultural awareness
- NIM tour

### Week 9

- History
- Develop a Subordinate
- OER/NCOER systems
- Personnel management
- The Army Professional

**Application of skills, concepts and knowledge**

## Senior Officer Candidate Phase

### Week 10

- Andersonville Staff Ride
- After action reviews
- Risk management
- Branch shadow day
- Mentorship Run

### Week 11

- Final APFT
- Mentor Session (MCCC)
- Officership Seminars
- Commandant Seminars
- Social
- Graduation Run

### Week 12

- Final Admin / Out processing
- Family SRP
- Graduation Formal
- Graduation / Commissioning

**Competent leaders of character and commitment as professionals**

★ Leadership Gate

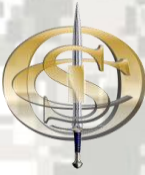
### CCTL Outcomes:

- Officership
- Values/Ethics
- Leadership
- Professional Development
- Tactical & Technical Competence
- Warrior Tasks & Battle Drills

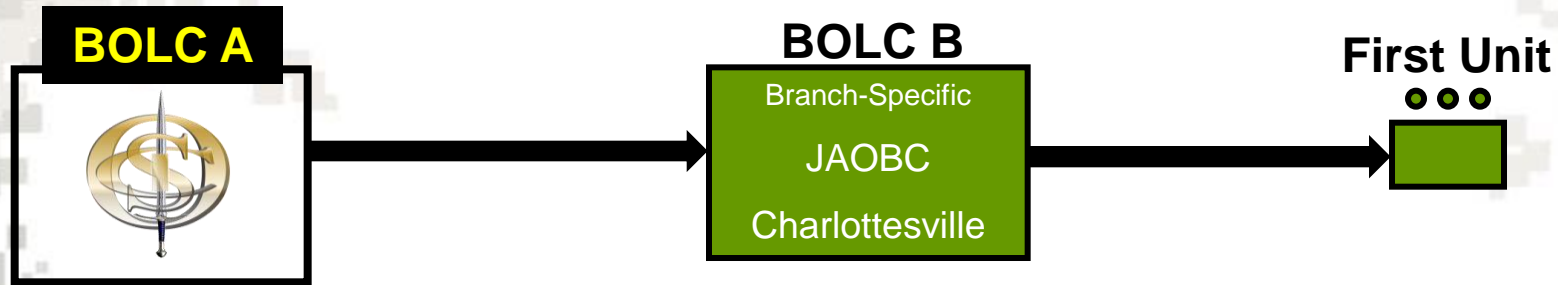
### 21<sup>st</sup> Century Soldier Competencies

- Character & Accountability
- Comprehensive Fitness
- Adaptability & Initiative
- Lifelong Learner
- Teamwork & Collaboration
- Communication & Engagement
- Critical Thinking & Problem Solving
- Culture & JIIM





# Graduation Requirements



- Army Physical Fitness Test
- Pass night/day land navigation test
- Basic Rifle Marksmanship Training
- Complete one 4-mile and one 6-mile foot march

\*\*Events successfully completed receive a certificate, events not successfully completed while the Officer attends DCC do not obtain a certificate.

\*\*Officers must meet these requirements at TJAG's JAABC or within one year of beginning training at FBGA; as they complete the requirements DCC sends their certificates forward to TJAG's JAABC.

**Reception Day**

-Fraternization  
-SHARP Briefing  
-EO Briefing

# 6 Week DCC Overview

## Week 1

-Uniforms/AR 670-1 -Newcomers Briefs -Intro to PRT -Intro to D&C -Course Standards Brief	-S-1 briefs -Finance brief -TRICARE brief -Army Values Class -APFT 1-1-1 Assessment	-30 <sup>th</sup> AG In-processing -Intro to MRT	-30 <sup>th</sup> AG In-processing -Suicide Prevention -JAG Welcome Brief	-Role of the Officer/NCO class -Army Counseling -Oath of Office -Military Customs and Courtesies	<b>ARMY PROFESSION</b>
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## Week 2

-Tally Issue -Heat Mitigation -First Aid class -First Aid PE	-Basic Military Communications -Intro to Combat Orders -CIF Issue -Pre combat inspections	-Combat Water Survival Test -Tactics	-Legal History Class -Team/Squad Movement	-Leadership Reaction Course -MRT	<b>INTRO SKILLS/DOCTRINE</b>
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## Week 3

-BRM 1	-BRM Group/Zero day	-BRM Downrange Feedback	-4 mile foot march -BRM practice qualification	-4 mile foot march -BRM practice qualification	<b>WEAPONS TRAINING</b>
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## Week 4

-Diagnostic APFT -EST 2000 group/zero	-Map Reading	-Land Navigation PE -Media Awareness Class	-Land Navigation Practice Test -MRT	-Land Navigation Test -MRT	<b>LAND NAVIGATION</b>
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## Week 5

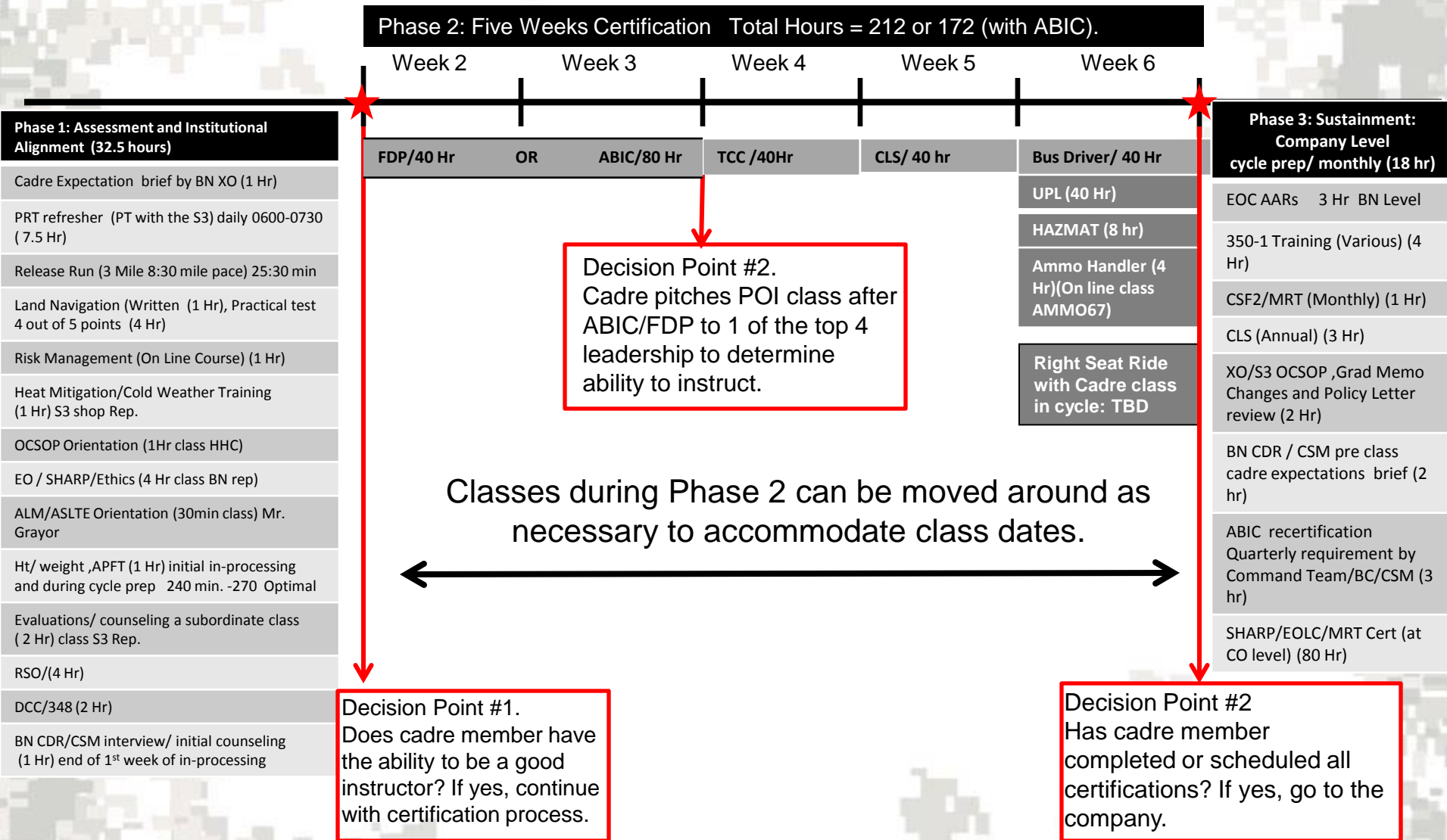
-Bolton Obstacle Course -MRT	-Field Leadership Exercise -Land Navigation retest	-Field Leadership Exercise	-Field Leadership Exercise -6 mile foot march	-FLX Recovery Operations	<b>OPERATIONS AND FIELD APPLICATIONS</b>
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## Week 6

-APFT -Recovery Operations -CIF Turn-in -Out-process	-Counseling -Out processing -6 Mi Foot March Retest -Record APFT	-Counseling -Out processing	-Graduation Rehearsal -JAG Social	-Barracks close-out -Graduation -UDI Turn-in	<b>OFFICER MENTORSHIP AND GRADUATION</b>
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# CADRE CERTIFICATION OVERVIEW



# FY14 MISSION

(as of 08 JAN 14)

	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT
A	006-13 TBP 3 Sept – 21 Nov		002-14 09 Dec – 18 Mar 143							007-14 07 Jul – 25 Sept 160			
B	010-14 21 Oct – 28 Jan 130					004-14 17 Mar – 05 June 143						013-14 29 Sept – 18 Dec	
C	011-13 TBP 10 Oct	001-14 04 Nov – 06 Feb 143							006-14 02 JUN – 21 AUG 143				
D	017-13 23 Sept – 12 Dec 60			003-14 27 Jan – 17 Apr 144							008-14 18 Aug – 06 Nov 160		

**0 of 14 OCS Classes Complete for FY14**

RA—0  
USAR—0  
NG—0

**FY14 Commissioning Requirements (Total: 0)**

RA—0  
USAR—0  
NG—0

## DCC

OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT
7 OCT – 14 NOV			12 JAN – 21 FEB					09 JUN – 18 JULY				

### FY13 Summary

RA—613  
USAR—215  
NG—261  
Total—1089

### FY14 Summary to date:

RA—248  
USAR—35  
NG—44  
Total—327 *\*Positive effect concerning Mission Tolerance*





# FY15 MISSION

(as of 08 JAN 14)

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	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEPT	OCT	NOV	DEC
<b>A</b>				001-15 19 Oct – 29 Jan 138		005-15 15 Feb – 11 May 139			009-15 31 May – 25 Aug 139			013-15 13 Sep – 10 Dec 139			
<b>B</b>	013-14 29 Sept – 18 Dec 143			004-15 04 Jan – 01 Apr 139			008-15 19 Apr – 15 Jul 139				012-15 02 Aug – 10 Dec 139				
<b>C</b>		002-15 09 Nov – 20 Feb 139				006-15 08 Mar – 01 Jun 139			010-15 21 Jun – 16 Sep 139						
<b>D</b>	008-14 18 Aug – 06 Nov		003-15 30 Nov – 11 Mar 139			007-15 29 Mar – 23 Jun 139			011-15 12 Jul – 6 Oct 139						

**0 of 13 OCS Classes Complete for FY15**

RA—0  
USAR—0  
NG—0

**FY15 Commissioning Requirements (Total: 0)**

RA—0  
USAR—0  
NG—0

## DCC

OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT
	7 OCT – 14 NOV		12 JAN – 21 FEB					09 JUN – 18 JULY				

### FY14 Summary to date:

RA—248  
USAR—35  
NG—44  
Total—327 *\*Positive effect concerning Mission Tolerance*

### FY15 Objectives:

RA—500  
USAR—350  
NG—350

**3<sup>rd</sup> Battalion (OCS), 11<sup>th</sup> Infantry Regiment “Standards: No Compromise!”**



# Future for OCS



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- For planning, Army Chief of Staff (CSA) set OCS as 12% of Regular Army officer accessions
  - CSA sees OCS as the Army 'strategic reserve' and capability to recruit and select highly talented individuals from both Army enlisted and civilian population
  - Adjusts to provide Army the right number of officers per year (sometimes more, sometimes less)
  - Under current organization, OCS can double the number of officers it commissions
- Incorporate OCS as a broadening assignment for cadre (DA PAM 600-3) to get the best instructors
- Increased rigor using physical and tactical training to evaluate officer attributes and leadership potential
  - More field time, greater focus on small unit tactics, partnerships with other units on post, collaboration with Infantry and Armor BOLCs and NCO Academy
- Increasing coordination with USMA and ROTC, along with collaboration with sister services and foreign partners
- Improved officer talent with better and targeted recruitment and placement
  - Army increasing emphasis on STEM (Science, Technology, Engineering, Math); current Army 12%, future Army goal 50-60% (USMA: 25%, OCS: 25%, ROTC: 50%)
  - Recruit individuals with higher education (Master's, PhD, JD, MD) and unique skills (ie languages)
  - Search and recruit for individuals who exhibit character traits expected of officers; future interview tool aligned with leadership competencies and attributes
- Gender Integration: under study and testing at TRADOC, do not expect implementation earlier than FY16



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# QUESTIONS